

STATEMENT OF CHAIRMAN STEPHEN F. LYNCH

**SUBCOMMITTEE ON FEDERAL WORKFORCE
AND POSTAL SERVICE, AND THE DISTRICT OF
COLUMBIA HEARING ON**

**“PUBLIC SERVICE IN THE 21ST CENTURY:
AN EXAMINATION OF THE STATE OF THE
FEDERAL WORKFORCE.”**

WEDNESDAY, APRIL 22, 2009

**AGAIN, I'D LIKE TO WELCOME RANKING
MEMBER CHAFFETZ AND MY FELLOW
MEMBERS OF THE SUBCOMMITTEE AS WE
HOLD OUR FIRST HEARING TO EXAMINE
FEDERAL WORKFORCE ISSUES IN THE 111TH
CONGRESS. I'D ALSO LIKE TO THANK TODAY'S
WITNESSES FOR HELPING OUR
SUBCOMMITTEE WITH ITS WORK.**

**WHILE THE FEDERAL GOVERNMENT FACES AN
UNPRECEDENTED NUMBER OF MAJOR POLICY
ISSUES AND CHALLENGES THAT MUST BE
ADDRESSED ON BEHALF OF**

THE AMERICAN PEOPLE, IT IS CRITICALLY IMPORTANT THAT WE TAKE A MOMENT TO EVALUATE THE STATE OF OUR WORKFORCE AND THE TWO POINT SIX MILLION MEN AND WOMEN RESPONSIBLE FOR MAKING OUR GOVERNMENT WORK.

TODAY’S HEARING IS INTENDED TO DO JUST THAT. ENTITLED “*PUBLIC SERVICE IN THE 21ST CENTURY: AN EXAMINATION OF THE STATE OF THE FEDERAL WORKFORCE*,” I’VE CALLED THIS MORNING’S HEARING TO EXAMINE THE TRENDS AND CHARACTERISTICS OF THE PRESENT DAY FEDERAL WORKFORCE AS WELL AS TO ASSESS THE CURRENT STATUS OF THE FEDERAL GOVERNMENT’S HUMAN RESOURCE MANAGEMENT (HRM) CAPABILITIES. THE SUBCOMMITTEE WILL EXPLORE BOTH THE STRUCTURE AND THE QUALITY OF THE GOVERNMENT’S PEOPLE MANAGEMENT SKILLS, AND DETERMINE WHAT FUTURE

LEGISLATION MIGHT BE NEEDED TO TACKLE ANY OF THE ISSUES PRESENTED HERE.

IN MANY WAYS TODAY'S HEARING WILL LAY THE GROUNDWORK FOR CONSIDERING THE VARIOUS APPROACHES OR POLICIES NEEDED TO ENSURE THAT THE GOVERNMENT IS OPERATING AS AN EMPLOYER AND IS UP TO THE TASK OF MEETING THESE PRESSING CHALLENGES.

FOR THE UNITED STATES TO REMAIN A GLOBAL POWER, HIGH-PERFORMING CIVIL SERVANTS ARE NECESSARY TO DO THE BUSINESS OF GOVERNMENT. IN TURN, THESE EMPLOYEES SHOULD BE REWARDED FOR THEIR TALENTS AND SKILLS AS PUBLIC SERVANTS. I BELIEVE THE FEDERAL GOVERNMENT MUST BE IN A POSITION TO RESPOND TO THOSE ANSWERING TO THE CALL OF PUBLIC SERVICE. AS CHAIRMAN OF THIS

SUBCOMMITTEE, I'M COMMITTED TO MAKING THIS HAPPEN.

IT IS OUR RESPONSIBILITY HERE IN CONGRESS TO ENSURE THAT FEDERAL AGENCIES ARE EQUIPPED WITH THE RESOURCES NECESSARY TO ATTAINING PROPER STAFFING LEVELS, PROVIDING BENEFICIAL TRAINING, AND REWARDING THEIR ACCOMPLISHED WORKFORCE.

I EXPECT THAT TODAY'S WITNESSES WILL BOTH BRING US UP-TO-SPEED ON THE PRESSING ISSUES FACING TODAY'S FEDERAL EMPLOYEES AS WELL AS OFFER EFFECTIVE HUMAN RESOURCE MANAGEMENT STRATEGIES FOR THE GOVERNMENT TO ADOPT, BASED ON THEIR EXPERIENCES AND DAY-TO-DAY KNOWLEDGE.

**AGAIN, I'D LIKE TO THANK THE WITNESSES
FOR THEIR TESTIMONIES AND LOOK
FORWARD TO AN INFORMATIVE HEARING THIS
MORNING.**